

SENATE BILL 250

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SB 250/03 - FIN

2004 Regular Session
4r1678

By: **Senators Grosfeld, Britt, Conway, Exum, Forehand, Garagiola,
Giannetti, Gladden, Hollinger, Jones, Kelley, Klausmeier, Kramer,
Lawlah, Pinsky, Ruben, and ~~Teitelbaum~~ Teitelbaum, Middleton, Astle,
Della, and Hooper**

Introduced and read first time: January 29, 2004
Assigned to: Finance

Committee Report: Favorable with amendments
Senate action: Adopted with floor amendments
Read second time: February 24, 2004

CHAPTER _____

1 AN ACT concerning

2 **Labor and Employment - Equal Pay Commission**

3 FOR the purpose of establishing an Equal Pay Commission; providing for the
4 membership of the Commission; providing for the designation of the Chairman
5 of the Commission; providing for the staff of the Commission; providing for
6 certain reimbursement for members of the Commission; requiring the
7 Commission to study certain issues; requiring the Commission to report its
8 preliminary and final findings and recommendations to the Governor, the
9 President of the Senate, and the Speaker of the House of Delegates on or before
10 certain dates; requiring the Commission's preliminary and final reports to
11 include certain findings and ~~recommendations~~ solutions; providing for the
12 termination of this Act; and generally relating to equal pay for equal work.

13 BY adding to
14 Article - Labor and Employment
15 Section 3-309
16 Annotated Code of Maryland
17 (1999 Replacement Volume and 2003 Supplement)

18 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF
19 MARYLAND, That the Laws of Maryland read as follows:

1 **Article - Labor and Employment**

2 3-309.

3 (A) THERE IS AN EQUAL PAY COMMISSION.

4 (B) THE COMMISSION CONSISTS OF THE FOLLOWING MEMBERS, APPOINTED
5 BY THE GOVERNOR:6 (1) TWO REPRESENTATIVES OF BUSINESS IN THE STATE WHO HAVE
7 BEEN NOMINATED BY STATE BUSINESS ORGANIZATIONS AND BUSINESS TRADE
8 ASSOCIATIONS;9 (2) TWO REPRESENTATIVES OF LABOR ORGANIZATIONS WHO HAVE
10 BEEN NOMINATED BY LABOR FEDERATIONS;11 (3) TWO REPRESENTATIVES OF ORGANIZATIONS WHOSE OBJECTIVES
12 INCLUDE THE ELIMINATION OF PAY DISPARITIES BETWEEN MEN AND WOMEN AND
13 MINORITIES AND NONMINORITIES AND WHO HAVE UNDERTAKEN ADVOCACY,
14 EDUCATIONAL, OR LEGISLATIVE INITIATIVES IN PURSUIT OF THAT OBJECTIVE; AND15 (4) THREE REPRESENTATIVES OF HIGHER EDUCATION OR RESEARCH
16 INSTITUTIONS WHO HAVE EXPERIENCE AND EXPERTISE IN THE COLLECTION AND
17 ANALYSIS OF DATA CONCERNING PAY DISPARITIES AND WHOSE RESEARCH HAS
18 BEEN USED IN EFFORTS TO PROMOTE THE ELIMINATION OF THOSE DISPARITIES.

19 (C) THE GOVERNOR SHALL DESIGNATE THE CHAIRMAN OF THE COMMISSION.

20 (D) THE DEPARTMENT OF LABOR, LICENSING, AND REGULATION SHALL
21 PROVIDE STAFF FOR THE COMMISSION.

22 (E) A MEMBER OF THE COMMISSION:

23 (1) MAY NOT RECEIVE COMPENSATION; BUT

24 (2) IS ENTITLED TO REIMBURSEMENT FOR EXPENSES UNDER THE
25 STANDARD STATE TRAVEL REGULATIONS, AS PROVIDED IN THE STATE BUDGET.

26 (F) THE COMMISSION SHALL STUDY:

27 (1) THE EXTENT OF WAGE DISPARITIES, BOTH IN THE PUBLIC AND
28 PRIVATE SECTORS, BETWEEN MEN AND WOMEN AND BETWEEN MINORITIES AND
29 NONMINORITIES;30 (2) THOSE FACTORS WHICH CAUSE, OR WHICH TEND TO CAUSE, THE
31 DISPARITIES, INCLUDING SEGREGATION BETWEEN WOMEN AND MEN AND BETWEEN
32 MINORITIES AND NONMINORITIES ACROSS AND WITHIN OCCUPATIONS, PAYMENT OF
33 LOWER WAGES FOR WORK IN FEMALE-DOMINATED OCCUPATIONS, CHILD-REARING
34 RESPONSIBILITIES, THE NUMBER OF WOMEN WHO ARE HEADS OF HOUSEHOLDS,
35 AND EDUCATION AND TRAINING;

1 (3) THE CONSEQUENCES OF THE DISPARITIES ON THE ECONOMY AND
2 FAMILIES AFFECTED; AND

3 (4) ~~ACTIONS, INCLUDING PROPOSED LEGISLATION,~~ THAT ARE LIKELY
4 TO LEAD TO THE ELIMINATION AND PREVENTION OF THE DISPARITIES.

5 (G) THE COMMISSION SHALL:

6 (1) REPORT ITS PRELIMINARY FINDINGS AND RECOMMENDATIONS TO
7 THE GOVERNOR, THE PRESIDENT OF THE SENATE, AND THE SPEAKER OF THE HOUSE
8 OF DELEGATES ON OR BEFORE SEPTEMBER 30, ~~2004~~ 2005; AND

9 (2) REPORT ITS FINAL FINDINGS AND RECOMMENDATIONS TO THE
10 GOVERNOR, THE PRESIDENT OF THE SENATE, AND THE SPEAKER OF THE HOUSE OF
11 DELEGATES ON OR BEFORE SEPTEMBER 30, ~~2005~~ 2006.

12 (H) THE COMMISSION'S PRELIMINARY AND FINAL REPORTS SHALL INCLUDE
13 THE RESULTS OF THE COMMISSION'S STUDY ~~AS WELL AS RECOMMENDATIONS,~~
14 ~~LEGISLATIVE AND OTHERWISE,~~ AND SUGGEST POTENTIAL SOLUTIONS FOR THE
15 ELIMINATION AND PREVENTION OF DISPARITIES IN WAGES BETWEEN MEN AND
16 WOMEN AND MINORITIES AND NONMINORITIES.

17 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
18 October 1, 2004. ~~This Act~~ It shall remain effective for a period of 2 years and, at the
19 end of September 30, 2006, with no further action required by the General Assembly,
20 this Act shall be abrogated and of no further force and effect.